



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement
Under
5 USC 8336(c) and 8412(d)

[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Primary - Rigorous

Bureau: of Land Management - Bureau-wide (ANY DOI BUREAU USING IDENTICAL PD WITH THIS NUMBER)

Classification Title: Range/Forestry Technician(Fire)

Organization Title: Fire Crewmember

Position Number: F261 Series and Grade: GS-0455/0462-03

RECOMMENDATION FOR COVERAGE REVIEW:

Primary rigorous coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested.

Primary duties are directly connected with the control and extinguishment of fires. Duties are rigorous and employment is limited to young and physically vigorous individuals.

The position is located on a fire crew within the fire management organization. Purpose is to serve as a firefighting crew member on an engine, helitack or hand crew. Other duties generally involve the maintenance and repair of firefighting tools, receiving firefighting training or other similar work.

Ronald L. Dunton
 Bureau Program Designee, Ronald L. Dunton

2-23-00
 Date

Marcia L. Scifres
 DOI Fire & Law Enforcement Team Lead, Marcia L. Scifres

02/22/2000
 Date

Lester K. Rosenkrance
 Director, Office of Fire and Aviation (BLM), Lester K. Rosenkrance

2/23/00
 Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date. Approval is by DOI Secretary's Designee:

Mari Barr
 Mari Barr, Secretary's Designee

2-28-2000
 Date

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
F261

2. Reason for Submission <input checked="" type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment		3. Service <input type="checkbox"/> Hdqtrs. <input checked="" type="checkbox"/> Field		4. Employing Office Location	5. Duty Station	6. OPM Certification No.
New <input type="checkbox"/> Other <input type="checkbox"/>		7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests		9. Subject to 1A Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Explanation (Show any positions replaced) Replaces PDs F062 10286 Range Aid (Fire) GS-0455/0462-03.				10. Position Status <input checked="" type="checkbox"/> Competitive <input checked="" type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is: <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither
				12. Sensitivity <input checked="" type="checkbox"/> 1- Non-Sensitive <input type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 2- Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code
						14. Agency Use

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review	Range/Forestry Technician (Fire)	GS	455/462	03	mww	01/28/00
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)
Fire Crewmember

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment
Department of the Interior

a. First Subdivision
Bureau of Land Management

b. Second Subdivision

c. Third Subdivision

d. Fourth Subdivision

e. Fifth Subdivision

19. Employee Review - This is an accurate description of the major duties and responsibilities of my position

Signature of Employee (optional)

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statement may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)

Signature _____ Date _____

Signature _____ Date _____

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with most applicable published standards.

a. Typed Name and Title of Official Taking Action
Mark W. Whitesell, Supv Personnel Management Specialist

Signature *Mark W. Whitesell* Date **1-28-2000**

22. Position Classification Standards Used in Classifying/Grading Position
Range Tech Series, GS-455 Dec 91 TS-111. Forestry Tech Series, GS-462 Dec 91 TS-111. GEG for Aid and Technician Work in the Biological Sciences, GS-400 Dec 91 TS-111.

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)								
b. Supervisor								
c. Classifier								

Department of Interior, FF/LE Retirement Team Specialist
This PD has been approved as follows under 5USC 8336(e) and 8412(d):
 Firefighter Law Enforcement
 Primary Secondary/Administrative Secondary/Supvy
Approval Date **February 28, 2000**

24. Remarks
This position is for young and physically vigorous individuals and is subject to the maximum entry age restrictions.

25. Description of Major Duties and Responsibilities (See Attached)

Introduction

This position is located on a fire crew within the fire management organization. The purpose of this position is to serve as a firefighting crewmember on an engine, helitack, or hand crew. Other duties generally involve the maintenance and repair of firefighting tools, receiving firefighting training, or other similar work.

Major Duties (60100%)

Serves as a member of a fire crew assigned to suppress the full range of wildland fires. Performs assignments at the trainee firefighter level in developing a working knowledge of fire suppression and fuels management techniques, practices and terminology. This consists of fireline construction, use of pumps and engines, hose lays using appropriate nozzles and nozzle adjustments in the effective use of water and additives, working in and around aircraft such as helicopters, safety rules, and basic fire behavior.

Searches out and extinguishes burning materials by moving dirt, applying water by hose or backpack pump, etc.

Chops brush, fells small trees, and moves dirt to construct fireline using various hand tools such as axes, shovels, Pulaskis, McLeods, and may use power tools including chainsaws and portable pumps to control spreading of wildland fire and/or to prepare control lines prior to burning.

Patrols fireline to locate and extinguish sparks, flareups, and hotspot fires that may threaten developed firelines.

Cleans, reconditions, and stores fire tools and equipment.

May assist trained personnel in more specialized assignments such as backfire and burnout, mobile and stationary engine attack, construction of helispots, helitack operations, and performing hover hookups.

Participates in fire and safety training in the techniques, practices, and methods of fire suppression and in the safe, efficient operation and use of tools, equipment and vehicles used in fireline activities. Participates in crew proficiency checks and drills. Participates in safety sessions and fire critiques. Ensures own and others' welfare and safety in all aspects of the assignments.

Additional Duties

When not performing fire suppression duties, and for less than 40% of the time:

May be assigned to a fire lookout to provide detection and reporting of wildfires. Reports smoke and fire to a dispatcher giving location, estimated size and other pertinent information. Reports weather and fire behavior information keeping the dispatcher and/or fire officials informed of current conditions.

May perform project work such as fuel inventory, preparing associated reports, and hazard fuel reduction projects.

May be assigned to other management activities which may include but are not limited to cleaning outdoor recreational facilities; mows grass and trims shrubs; performs trail maintenance and building maintenance; completes resource management projects; removes and disposes of hazard trees; and like duties.

Other Significant Facts

This is a Testing Designated Position (TDP) under the Department of the Interior Drugfree Workplace Program.

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

Factors

1. Knowledge Required by the Position (Level 12, 200 points)

Working knowledge of standard fire program requirements, suppression tactics, methods and procedures and skill in the use of wildland firefighting handtools, pumps and hoses, and chainsaws sufficient to perform routinely assigned fire suppression and prescribed fire assignments and to maintain firefighting tools and equipment.

Working knowledge of fire behavior, hazards, and accepted fire safety practices and procedures to prevent injury and loss of life.

Knowledge of appropriate act requirements to include the Equal Opportunity Act, Civil Rights Act, Age Discrimination in Employment Act, Rehabilitation Act, 29 CFR 1604.11(a) Sexual Harassment sufficient to function within a diverse workforce.

Ability to perform duties under stressful and adverse operating conditions, such as long work hours, heavy workloads, emergency situations, adverse working and environmental conditions.

Knowledge of agency and interagency qualification, position task book requirements, and certification standards and procedures adopted by the National Wildfire Coordinating Group (NWCG).

Knowledge of reporting requirements and procedures.

2. Supervisory Controls (Level 21, 25 points)

The supervisor or higher graded employee makes continuing, specific assignments detailing procedures to be followed. The supervisor or higher graded employee provides instruction for resolving problems involving unfamiliar or unusual situations. The work is closely controlled and the incumbent seldom works without a higher graded employee present. The supervisor insures that finished work is completed according to instructions.

3. Guidelines (Level 31, 25 points)

General guidelines can be found the annually published BLM Standards for Fire Operations. Procedures for doing the work have been established and a number of specific guidelines exist such as oral instructions, standing operating procedures, maps, equipment manuals, Health and Safety Code, Fire Line Handbook, Field Operations Guide, and training prior to actual fuels management and fire suppression activities. The employee works in strict adherence to the guidelines, referring needed deviations or questions to the supervisor or higher graded employee who is available while performing fire suppression activities.

4. Complexity (Level 41, 25 points)

Performs a variety of routine tasks in the suppression of wildland fires. Uses a variety of hand and power tools and equipment. Specific tasks, use of tools and methods, and the sequence in which tasks are to be done are determined by higher graded firefighters. Actions taken vary dependent upon the fire terrain, intensity of fire, fuels availability, wind velocity, and resource values.

5. Scope and Effect (Level 52, 75 points)

The work involves the execution of specific rules, regulations, or procedures and typically comprises a complete segment of an assignment or project of broader scope. Work involves the execution of specific procedures, techniques, which differ with each fire's fuel type, weather conditions, and topography. The effect of the work performed is to minimize loss of natural resources, improvements, property or life. The performance of the crew contributes to the overall effectiveness of the wildland fire management effort.

6&7. Personal and Purpose of Contacts (Level I/A, 30 points)

Contacts are primarily with other members of the crew, the crew leader/supervisor, and others in the fire organization. Contacts are made to exchange information about the immediate work situation in which crewmembers are to receive instructions and to clarify how the work is to be done.

8. Physical Demands

(Level 83, 50 points)

Arduous: Duties involve rigorous fieldwork requiring above average physical performance, endurance and superior conditioning. Work requires prolonged standing, walking over uneven ground, and recurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar strenuous activities requiring at least average agility and dexterity.

Duties include demands for strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Operation of some specialized fire equipment can place extended physical stress on incumbent during fire activities.

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

9. Work Environment

(Level 93, 50 points)

The work is primarily performed in forest and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with thick tangled vegetation, smoky conditions, etc. Temperatures commonly exceed 100 degrees F and fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Personnel must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstances. Incumbent may be required to live in backcountry camps for extended periods of time. The hazardous nature of the work requires that personal protective equipment be worn (boots, hardhat, gloves, flame resistant clothing, etc.). Work may require travel by light fixedwing or rotorwing aircraft.

EVALUATION STATEMENT

Recommended Classification Range/Forestry Aid (Fire), GS-455/462-03

Organizational Location: Bureau of Land Management

References: Range Technician Series, GS-455 Dec 91 TS-111
Forestry Technician Series, GS-462 Dec 91 TS-111
Grade Evaluation Guide for Aid and Technician Work in
the Biological Sciences, GS-400 Dec 91 TS-111

Background: This is an entry level standard position description for a Fire Crewmember. This is a standard position description for a trainee firefighter. The incumbent of this position spends more than 50% of the time in one or more of the major duty areas as: 1) firefighter suppression crewmember; 2) fire engine crewmember; 3) helitack crewmember; and/or 4) prescribed fire crewmember. Therefore, the primary purpose of this position is to perform duties directly connected with the control and extinguishment of fires.

Determination of Series and Title: The Range/Forestry Technician, GS455/462 series (TS111, 12/91) cover positions that primarily require a practical knowledge of the methods and techniques of range/forestry and other biologically based resource management fields. Range/Forestry technicians provide practical technical support in the scientific management, protection, and development of rangeland and forest resources. Range/Forestry Technicians are most commonly found in first level units and are principally concerned with performing work supporting the implementation of projects and program goals.

The GS0081, Fire Protection and Prevention Series (TS108, 9/91), states that positions that include fire control, suppression, and related duties incident to range/forestry management work should be classified to the Range/Forestry Technician Series. OPM has previously determined that firefighter positions are to be classified in the GS-455 or GS-462 series dependent upon the primary vegetation on the unit. The proper title and series are **Range Technician (Fire), GS455** or **Forestry Technician (Fire), GS-462** dependent upon type of terrain and vegetation. Since the only difference in the positions is the primary vegetation, the positions are considered interchangeable with either classification being appropriate.

Because this position requires skill in firefighting, the parenthetical title of (Fire) is appropriate and is in line with agency practice.

Determination of Grade: The Grade Level Guide for Aid and Technical Work in the Biological Sciences, GS-400, (TS-111, 12/91), which is in the FES format, is used to evaluate this position.

**FACTOR EVALUATION SYSTEM
POINTS RATINGS**

Evaluation Factors	Points	Level	Comments
1. Knowledge Required by the Position	200	1-2	As a member of an organized crew, the incumbent uses basic knowledge of the use of hand and power tools to perform repetitive tasks. This meets the definition of level 1-2.
2. Supervisory Controls	25	2-1	Supervisor or higher graded employee provides instructions on recurring assignments, and provides additional specific guidance and reference sources for new or difficult assignments; employee always works with higher graded employees; work and methods evaluated for accuracy and adequacy.
3. Guidelines	25	3-1	Many guidelines exist such as standing oral instructions, standard operating procedures, training, fireline handbook, etc. Working along side other crewmembers, the incumbent works in strict adherence to these guidelines, deviating only when instructed by supervisor or higher graded employee.
4. Complexity	25	4-1	Work involves performing a variety of routine procedural firefighting tasks directly related to controlling and extinguishing fires. Higher graded firefighters determine methods and sequence for fire fighting action.
5. Scope and Effect	75	5-2	Work involves the execution of specific procedures, and techniques, which differ with each fire's fuel type, weather conditions, and topography. The purpose of the work is to perform duties directly related to controlling and extinguishing fires to minimize loss and to contribute to the overall effectiveness of the wildland fire management effort.
6. Personal Contacts 7. Purpose of Contacts	30	1A	Contacts are with co-workers and personnel from other fire and resource management organizations. The purpose of the contact is to exchange information.
8. Physical Demands	50	8-3	This is a rigorous field position. The work requires regular and recurring protracted period of considerable and strenuous physical exertion.
9. Work Environment	50	9-3	Work primarily performed outdoors in steep terrain and extremely uneven, rocky surfaces where protective clothing must be worn. Encounters risks that require safety precautions.
Total Points	480		
Grade Conversion	GS-03	Range: 455-650	

Conclusion: The proper title and series are **Range Aid (Fire), GS-455-03** or **Forestry Aid (Fire), GS-462-03** dependent upon type of terrain and vegetation.

*Range/Forestry Aid (Fire), GS-455/462-03
(Fire Crewmember)*

F261

Mark Whitesell
Supervisory Personnel Management Specialist